

Abstract

The subject of this rigorous thesis is the elaboration on the activities of the International Labor Organisation (ILO) in the context of its historical development. In recent times, the ILO has profiled as the specialised institution of the UN with the aim to promote the internationally accepted human and labor rights and social justice. Due to a unique tri-partite structure (consisting of representatives of employees, employers and governments in its bodies) the ILO has contributed not only to the creation of international labor law, but especially influenced domestic labor laws of all its member states including the Czech Republic.

The reason for choosing this topic was my interest in international labor law aspects during my studies at the Law faculty of the Passau university. The ILO conventions are main sources of international labor law which are approved by its superior body – International Labor Conference and then ratified by member states. The ILO conventions have mostly contributed to the support of social justice and internationally accepted human and labor rights. The results of legislative activities are demonstrated in my thesis especially by a detailed analysis of eight most important conventions which are referred to as the Core Labor Standards.

The Czech Republic ratified all mentioned conventions which significantly enriched Czech labor law. I have focused on conventions dealing with immediate measures of the elimination of the worst forms of child labor and with the prohibition of employment discrimination. In the context of the impact of conventions on Czech legal system, I have devoted a major part of my thesis to individual Czech legal rules governing the protection and work conditions of young employees. I have also elaborated on domestic legal rules which are important for the doctrine of the fair labor treatment and the prohibition of the discrimination.

The major aim of my rigorous thesis is to elaborate and analyse the historical and political impact on the ILO's procedures of the creation of the international standards and their transposition to domestic legal systems. In light of the current worldwide development and substantial social changes, I have further described ongoing issues which the ILO needs to address in relation to the creation and practical application of its conventions and recommendations. The conventions are not always flexible enough to react promptly and efficiently on new developments in the areas of migration, forced labor, unemployment, child labor or discrimination. These new developments should influence strategic goals and visions of the ILO which I have commented in the last part of my thesis.